

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

PUBLIC SERVICES – Outsourcing of certain services and engaging manpower on contract basis in Government Departments – Review of existing system of employment – Constitution of a Committee of Senior Officers – Terms of Reference for the Committee – Orders – Issued.

FINANCE (SMPC -II) DEPARTMENT

G.O.Ms.No. 148

Dated: 13-7-2011.

Read the following:

1. G.O.Rt. No. 4459, Finance (SMPC) Department, dated 27.12.2006.
2. G.O.Rt. No. 4271, Finance (SMPC) Department, dated 01.11.2008.
3. G.O.Ms. No. 3, Finance (SMPC II) Department dated 12.01.2011.

ORDER:

Government has been engaging manpower on outsourcing basis for certain functions and also engaging personnel on contract basis for certain technical and other categories in Government departments. Comprehensive instructions were issued on outsourcing and contract appointments in the G.O.s 1st and 2nd read above. Government revised the remuneration of the contract and outsourced personnel after the pay scales of the regular employees were revised and the latest revision of remuneration of outsourced and contract manpower was ordered in the G.O.3rd read above.

2. As considerable time has elapsed since the introduction of scheme of employment on contract and outsourcing, Government desires to review the scheme with a view to improving its functioning and making it more effective. Government has, therefore, decided to constitute a Committee of Senior Officers to study the existing scheme of employment on contract and outsourcing in Government Departments and make suitable recommendations.

3. Accordingly Government hereby constitutes a Committee with the following officers to study the existing scheme and submit its recommendations within one month.

1. Secretary to Government (R&E), Finance Dept.,
 2. Secretary/Prl. Secretary to Government, L.E.T&F Dept.,
 3. Secretary to Government, G.A.(Ser.) Dept.,
 4. Secretary to Government, Law Dept.,
- The Deputy Secretary, Finance (SMPC) Department will act as the Convener of the Committee.

4. The Terms of Reference of the Committee are mentioned in annexure to this order.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

V. BHASKAR
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Secretary to Government (R&E), Finance Department.
The Secretary/Principal Secretary to Government, L.E.T&F Dept.,
The Secretary to Government, G.A.(Ser.) Dept.,
The Secretary to Government, Law Department.
All Departments of Secretariat.
Copy to the P.S. to the Spl. Chief Secretary to C.M.
Copy to the P.S. to the Chief Secretary to Govt.,
Copy to the P.S. to Prl. Secretary to Government, Finance Department.
SF/SCs.

//FORWARDED :: By ORDER//

SECTION OFFICER

TERMS OF REFERENCE TO THE COMMITTEE OF OFFICERS PROPOSED TO BE CONSTITUTED TO STUDY THE FUNCTIONING OF THE SCHEME OF EMPLOYMENT ON CONTRACT OR OUTSOURCING.

1. To review the existing system of payment of remuneration as a consolidated amount to the contract and outsourced manpower and fixing it not exceeding the minimum of the scale attached to the relevant post and revising the same after revision of scales of regular employees not exceeding the minimum of the revised scale of the relevant post.
2. To review the existing practice of payment of Govt., share of E.P.F. and contribution towards E.S.I. to the Outsourced manpower and examine extension of similar benefits to contract employees.
3. To review the existing service conditions -
 - a. Admissibility of leave to the Contract and Outsourcing manpower.
 - b. Maternity Leave without pay to women working through outsourcing agencies.
 - c. Safe guards for timely and accurate payment of remuneration to outsourced/ contract manpower.
4. Identification of criteria for differentiating services meant for contract appointment and outsourcing.
 - a. To identify the areas where outsourcing/contract personnel can be appointed.
 - b. To examine and evolve a scheme for contract appointments in the areas where expertise is required.
5. The procedure for selection of candidates for contract appointment.
6. Maximum tenure of the contract and the maximum number of renewals of contract to a person.
7. The procedure for selection of agencies for outsourcing.
8. Admissibility of tour expenses to the contract/outsourced personnel.
9. Feasibility and desirability of transfer of contract appointees.
10. Implementation of Rule of Reservation (ROR) and the provisions of Presidential Order in outsourcing and contract appointments.
11. Adherence to the norms regarding qualifications prescribed to the candidates for outsourcing – evolution of monitoring methods.
12. To examine the need for continuing the re-appointments of retired Government employees in the wake of contract appointments being undertaken by the Government.
13. To suggest whether to continue the existing scheme of outsourcing and contract appointments without any modifications or with any modifications to be suggested by the Committee or examine and suggest the need for continuing the system or to scrap it altogether.
14. To examine any other relevant issue and submit its recommendation thereon.

SECTION OFFICER